

DEPARTMENT OF INDUSTRIAL RELATIONS
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San Francisco



TRAVEL AND SUBSISTENCE PROVISION

FOR

**TREE TRIMMER
(HIGH VOLTAGE LINE CLEARANCE)**

IN

IMPERIAL COUNTY

61-465-5A

AGREEMENT

BETWEEN

ASPLUNDH TREE EXPERT CO.

AND

IBEW LOCAL UNION 465

IMPERIAL IRRIGATION DISTRICT

JANUARY 1, 2007 – DECEMBER 31, 2009

- d. The Employer shall at the request of the Union grant a Leave of Absence Without Pay to an employee who may be appointed or elected to any office or position in the Union, however, the employee's seniority shall not accrue while he is on such leave without pay.

4:11 Employees shall lose their seniority rights and/or status as an employee under the following conditions:

- a. If employee resigns.
- b. If employee is discharged.
- c. If employee is absent for three (3) working days without notifying the Employer.
- d. If employee fails to report at the expiration of any leave of absence.
- e. If employee fails to report within five (5) days after written or personal notice from Employer, to employee's last known address to report to work after layoff.
- f. If employee is laid off for a period of six (6) months or more.

4:12 The Employer shall furnish all necessary tools or equipment. Workmen will be held responsible for the tools or equipment issued to them providing the Employer furnished the necessary lockers, toolboxes or other safe places for storage. The Union agrees that the Employer can immediately dismiss employees for unauthorized use of the Employer's equipment. The Employer will furnish up to two pair of safety glasses, clear or tinted at the employee's option, yearly. The Employer will furnish each employee working on I.I.D. property two pair of leather gloves per calendar year.

4:13 The Employer shall pay for traveling time and furnish transportation from job to job within the jurisdiction of the Local Union. On work outside the jurisdiction of the Local Union, the Employer shall furnish transportation, board, meals and other necessary expenses.

4:14 If the Employer requires an employee to perform work for more than two (2) hours beyond their regular work hours and each succeeding five (5) hours thereafter, the employee shall be granted a meal allowance of ten dollars (\$10.00). The meal allowances do not apply when overtime is prearranged for ten (10) hours or less.

4:15 When an employee is temporarily assigned to work in a classification higher than their regular classification for four (4) hours or more during the day, they shall be paid no less than the minimum rate established for such classification for all time worked in the assigned classification.

4:16 Employees shall report to work dressed in suitable attire to perform their duties and shall be neat and clean in appearance.

4:17 All employees who drive the Employer's equipment shall have and maintain a valid Commercial Drivers License (CDL) which conforms to the Federal and/or State law and possess the necessary skills to drive a standard transmission vehicle. All new